

MEMORANDUM OF UNDERSTANDING BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE RICHLAND-BEAN BLOSSOM COMMUNITY SCHOOL CORPORATION AND RICHLAND-BEAN BLOSSOM EDUCATION ASSOCIATION

WHEREAS, the Novel Coronavirus (COVID-19) is impacting our region, state, and nation;

WHEREAS, the CARES Act has provided funding (ESSER II) that may be used for pandemic-related human resource needs;

WHEREAS, Richland-Bean Blossom Community School Corporation and its employees have been working diligently to provide quality in-person and remote instruction to its students, supplemental learning options, including virtual and hybrid, and increased duties due to safety and health requirements prescribed by the Center of Disease Control, Indiana State Department of Health, and the Monroe County Health Department, in response to the ongoing COVID-19 pandemic;

WHEREAS, Richland-Bean Blossom Community School Corporation (the "School Corporation") and the Richland-Bean Blossom Education Association (the "Association") desire to provide additional compensation for the resulting increase in teacher work and effort necessitated by these additional duties through a one-time stipend for all teachers **actively working on May 28, 2021**; and

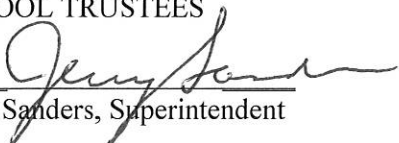
WHEREAS, such a stipend is a form of salary/wage that must be negotiated between the Parties, but could not have been anticipated during the bargaining season;

NOW, THEREFORE, the Parties in consideration of the mutual covenants and agreements in this MOU, agree as follows regarding this matter:

1. All eligible School Corporation teachers who are **actively working full-time (as defined by corporation) and/or included in the 2020-21 Collective Bargaining Agreement on May 28, 2021** will receive a \$1,000.00 stipend in recognition of the increase in employee work time and effort necessitated by multiple extra duties prompted by the COVID-19 pandemic. Eligible School Corporation teachers who were hired after January 1, 2021 will receive a \$500.00 stipend in recognition of the increase in employee work time and effort necessitated by multiple extra duties prompted by the COVID-19 pandemic.
2. To demonstrate proof of eligibility, teachers will be required to provide written verification to the School Corporation of the extra duties performed.
3. The stipend shall be paid on or before June 30th, 2021
4. This MOU is contingent on the approved amendment of the ESSER II budget by the IDOE
5. This MOU is incorporated in the 2020-2021 Collective Bargaining Agreement between the parties and shall expire on June 30, 2021.
6. This MOU shall set no precedent and is for this current situation, as addressed, only.
7. The attached Exhibit A document outlines the additions to the current Collective Bargaining Agreement.

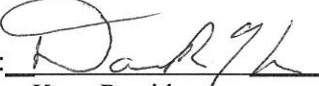
The MOU was approved by the Board of School Trustees of Richland-Bean Blossom Community School Corporation at its special meeting on June 1st, 2021.

RICHLAND-BEAN BLOSSOM COMMUNITY
SCHOOL CORPORATION BOARD OF
SCHOOL TRUSTEES

By: 
Jerry Sanders, Superintendent

RICHLAND-BEAN BLOSSOM EDUCATION
ASSOCIATION

By: 
Douglas Uhls, President

By: 
Dana Kerr, President

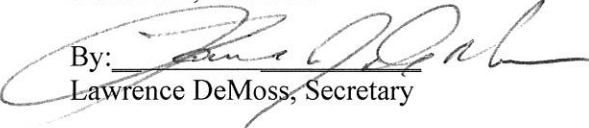
By: 
Lawrence DeMoss, Secretary

EXHIBIT A

AMENDMENT TO APPENDIX A, STIPENDS

Language added to the 2020-21 Collective Bargaining Agreement will be as follows:

Appendix A-2: Richland-Bean Blossom Community Schools Compensation Plan

On **Tuesday, June 1, 2021** the Richland-Bean Blossom School Board of Trustees and the Richland-Bean Blossom Education Association ratified a Memorandum of Understanding for the purpose of issuing to all **members of the 2020-21 Collective Bargaining Agreement** a one-time stipend in the amount of \$1,000.00 from the ESSER II Federal Stimulus Grant.